2023 INALJ Jobs

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Issue 7 (includes all of 1-6)

Sponsored jobs *USA jobs *Canada jobs *International jobs INALJ fundraiser info

SPONSORED JOBS

<u>Outreach & Evening Librarian</u> / Hoover Library, McDaniel College / Westminster, MD / Review of applications begins 1/25

Branch Librarian-San Luis / Yuma County Library District / San Luis, AZ

<u>Research Impact Librarian</u> / Galter Health Sciences Library & Learning Center, Northwestern University / Chicago, IL

Reference Librarian / Harvard University / Cambridge, MA / further info

e-Resources Librarian / Bridgewater State University / Bridgewater, MA

Looking for more jobs?

Check out the Monday edition of the jobs pdfs for each of the previous week-2 weeks!! Each week is cumulative Tues-the following Mon & we try not to duplicate week to week

USA

USA – Virtual - Telework - Remote further job resources can be found at INALJ Telework

<u>Data Librarian Internship</u>: Tetra Tech, Remote or you can work at one of their office locations in Anchorage, AK; Portland, OR; or North Kingstown, RI <u>Program Officer, Archiving and Data Services</u>, Internet Archive, San Francisco/ remote-first 2023 DC Public Library Hiring Event (with on-the-spot job offers!) All job seekers must register online no later than 1/19 / Open Positions include: Adult Librarian; Assistant Manager (Neighborhood Libraries); Children's Librarian; Executive Assistant (Capital Projects); Executive Officer; Library Associate (Digital Navigator); Library Associate; Library Manager; Library Program Coordinator (People's Archive); Library Technician (Jail Services); Music Librarian; Teen Librarian Program Officer, Archiving and Data Services / Internet Archive / Remote-first workplace Data Engineer / Internet Archive / Remote-first workplace Staff Analytics Engineer / Instacart / Remote Open Climate Data Manager (12 month contract) / Creative Commons (CC) / Apply by 1/31 Clinical Content Medical Librarian Part Time / Change Healthcare/ Fully Remote, US

Alabama further job resources can be found at INALJ Alabama

<u>Data Reporter/Researcher</u>, Birmingham Business Journal, Birmingham <u>Assistant Dean for Historical Collections</u>, UAB Libraries, University of Alabama at Birmingham

Alaska further job resources can be found at INALJ Alaska

Data Librarian Internship: Tetra Tech, Remote or you can work at one of their office locations in Anchorage, AK; Portland, OR; or North Kingstown, RI Electronic Resources & Repository Librarian, Alaska Resources Library & Information Services (ARLIS) in Anchorage, Apply by 1/29 Project Cataloging Librarian, UAA Consortium Library -University of Alaska Anchorage Instruction and Research Librarian, Humanities, Consortium Library, University of Alaska Anchorage Instruction and Research Librarian, Business and Government Information, Consortium Library, University of Alaska Anchorage

Arizona further job resources can be found at INALJ Arizona

Sponsored

Branch Librarian-San Luis / Yuma County Library District / San Luis, AZ

Other jobs

<u>Electronic Resources and Serials Specialist</u> / University of Arizona Libraries - Tucson, First review 1/27 <u>Librarian I</u> - Civic Center Library Youth Services- Scottsdale Arkansas further job resources can be found at INALJ Arkansas

Tier 2 Relationship Management Analyst / Tyson Foods / Springdale

California further job resources can be found at INALJ California

Head Librarian - Archbishop Mitty High School - San Jose
Chief Librarian - Riverside County California - Library System & Services - Riverside
Director, Collection Strategies, UC Santa Barbara Library
Technical Team Manager, California Digital Library, University of California, Oakland, Apply by 1/31
Arts & Makerspace Librarian / California State University, Fullerton, Apply by 1/30
Interdisciplinary Data Management Specialist, Geological Survey, Santa Cruz, Apply by 1/11/ This job will
close when we have received 35 applications
Program Officer, Archiving and Data Services, Internet Archive, San Francisco/ remote-first
Librarian I or II-Adult Services PT, Sonoma County Library, Petaluma, Apply by 1/27 at 5 PM
Systems Librarian and Head of Library Technology Services / Cal Poly Pomona University/ Pomona /
First Consideration 2/12

Colorado further job resources can be found at INALJ Colorado

IT Business Relationship Manager (BRM) / DISH / Englewood Library Assistant Manager Adult Services Loveland, Closes: 1/17 Patron Training Specialist Lakewood, Closes: 1/12 Stacks Supervisor Denver, Closes: 1/14 Patron Experience Associate (Part-Time) – Lakewood Library Jefferson County Libraries, Closes: 1/18 Patron Experience Associate Substitute Jefferson County Libraries, Closes: 1/18 Library Assistant Fort Collins, Closes: 1/22 Archivist / Douglas County Libraries / Castle Rock / Apply by 1/16

Connecticut further job resources can be found at INALJ Connecticut

<u>Children's Librarian</u> - Wallingford Public Library, Apply by 1/30 <u>Adjunct Faculty: Research Services Librarian</u> - Western Connecticut State University, Apply by 1/13 <u>Library Assistant</u> - Cromwell Belden Public Library, Cromwell Apply by 1/20 Branch Librarian - City of Shelton, Apply by 1/20 at 5:30 PM Head Children's and Teen Services Librarian - Weston Public Library, Apply by 2/12 at 12 PM Adult Program Coordinator, PT - Burnham Library, Bridgewater, Apply by 2/15 at 5 PM Circulation Assistant PT - The Brookfield Library Circulation Assistant PT - Woodbridge Town Library, Apply by 1/24 Research Librarian and Assistant Director of Legal Research Instruction, Quinnipiac University School of Law, Lynne L. Pantalena Law Library, North Haven Senior Associate Director (Sr. Principal) Capability Manager/Chapter Head, Clinical Data Science (CDS) / Boehringer Ingelheim / Ridgefield

DC (Washington, DC) further job resources can be found at INALJ DC

Project Manager Librarian: Zimmerman Associates (cataloging in intl languages experience required) Senior Account Strategist, Policy Research for the Network Science Initiative. National Journal Librarian / Woodrow Wilson International Center for Scholars, Apply by 1/24 Librarian – East Central Europe Section, Library of Congress, Apply by 2/8 Assistant Chief, Music Division, Library of Congress, Apply by 1/12 Information Technology Specialist (Information Security/Network Services) IMLS, Apply by 1/11 Librarian (Linked Data Applications Technical Analyst) Library of Congress, Apply by 1/24 Librarian - Library of Congress, Apply by 1/26 / Ability to communicate in English plus two foreign languages, one of which must be Danish, Faroese, German, Icelandic, Latvian, Lithuanian, Norwegian, or Swedish.** 2023 DC Public Library Hiring Event (with on-the-spot job offers!) All job seekers must register online no later than 1/19 / Open Positions include: Adult Librarian; Assistant Manager (Neighborhood Libraries); Children's Librarian; Executive Assistant (Capital Projects); Executive Officer; Library Associate (Digital Navigator); Library Associate; Library Manager; Library Program Coordinator (People's Archive); Library Technician (Jail Services); Music Librarian; Teen Librarian Congressional Research Service (CRS) Graduate Recruit Program - Law Librarian- Library of Congress-Apply by 1/27 Reference and Technical Services Librarian / National Museum of Women in the Arts (NMWA)

Delaware further job resources can be found at INALJ Delaware

Florida further job resources can be found at INALJ Florida

Director of Administrative Services, University of Florida Libraries, Gainesville, Apply by 2/15

Associate Director for Electronic & Technical Services (still posted), Hunt Library, Embry-Riddle Aeronautical University, Daytona Beach / Review begins 1/17 Director for Content Management and Discovery, USF Health, University of South Florida, Tampa

Georgia further job resources can be found at INALJ Georgia

Librarian / Chattahoochee Valley Libraries / Columbus, Apply by 1/31 Digital Resources Librarian, Assistant Professor, LaGrange College, LaGrange Interlibrary Loan Specialist, Brenau University, Gainesville Assistant Director of Prospect Research / Emory University / Atlanta National Outreach Specialist/ Second Wind Dreams/ Roswell/ Apply by 1/14

Hawaii further job resources can be found at INALJ Hawaii

Idaho further job resources can be found at INALJ Idaho

Illinois further job resources can be found at INALJ Illinois

Sponsored

<u>Research Impact Librarian</u> / Galter Health Sciences Library & Learning Center, Northwestern University / Chicago, IL

Other jobs

Cataloger PT- Moraine Valley Community College, Palos Hills Elementary School Services Coordinator/ Aurora Public Library District/ Kane County/ Apply by 1/12 Business Librarian/ Champaign Public Library/ Apply by 1/22 Program Coordinator - Front and Center/Peoria Public Library/ Apply by 1/11 Reference Assistant /Peoria Public Library/ Apply by 1/11 YS Program Librarian, Calumet City Public Library, Cook County Assistant Circulation Manager, Calumet City Public Library, Cook County Library Clerk FT/PT, Calumet City Public Library, Cook County Technology Clerk FT/PT evenings, Calumet City Public Library, Cook County Cataloger, Follett - FSS McHenry West, McHenry Indiana further job resources can be found at INALJ Indiana

Community Engagement Librarian, Anderson Public Library

lowa further job resources can be found at INALJ lowa

East Asian Cataloging Librarian: University of Iowa, Iowa City

Kansas further job resources can be found at INALJ Kansas

<u>Archives Internship: Center for the History of Family Medicine</u>: Leawood, partial remote, Apply by 2/14 <u>Curator of Special Collections and University Archivist</u> Wichita State University Libraries, Closes: 1/11

Kentucky further job resources can be found at <u>INALJ Kentucky</u>

<u>Digital Archivist Librarian</u>, University of Kentucky Libraries, Lexington/ Apply by 1/30 <u>Executive Director</u> / Rowan County Public Library / Morehead

Louisiana further job resources can be found at INALJ Louisiana

Maine further job resources can be found at INALJ Maine

Maryland further job resources can be found at INALJ Maryland

Sponsored

<u>Outreach & Evening Librarian</u> / Hoover Library, McDaniel College / Westminster, MD / Review of applications begins 1/25

Other jobs

<u>Collections Strategies Archivist</u>/ UMD Libraries/ Apply by 1/30 <u>Resource Sharing Specialist</u>, Lending/ UMD Libraries/ Apply by 1/17 <u>Collections Data Assessment Coordinator</u>/ UMD Libraries Apply by 1/20

Massachusetts further job resources can be found at INALJ Massachusetts

Sponsored

Reference Librarian / Harvard University / Cambridge, MA / further info

e-Resources Librarian / Bridgewater State University / Bridgewater, MA

Other jobs

<u>Special Projects Cataloger</u> / Harvard University / Cambridge <u>Senior Professional Development Manager</u> / Choate Hall & Stewart LLP/ Boston <u>Special Collections Catalog and Metadata Librarian</u>: Williams College, WIlliamstown <u>Data Services Librarian</u> / UMass Lowell / Amherst

Michigan further job resources can be found at INALJ Michigan

Youth Services Librarian PT / White Lake Township Library / White Lake Technology Specialist or Librarian / Cromaine District Library / Hartland/ Apply by 1/18 Youth Services Librarian / Troy Public Library / Troy/ Apply by 1/13 Senior Children's Librarian / Allen County Public Library / Fort Wayne/ Apply by 1/25 at 4 PM Bookmobile Operator / Kent District Library / Comstock Park / Apply by 1/23 at 5 PM Assistant Branch Librarian (ABL) PT / Kent District Library/ East Grand Rapids/ Apply by 1/23 at 5 PM Branch Librarian - 24hrs./wk. in Grand Rapids / Kent District Library/ Apply by 1/13 at 5 PM Assistant Branch Librarian (ABL) PT / Kent District Library/ Apply by 1/12 at 5 PM Data Engineer for HathiTrust at the University of Michigan, Ann Arbor, Apply by 1/23 Processing Archivist (Archivist I, Renewal Contract): Walter P. Reuther Library, Archives of Labor & Urban Affairs at Wayne State University, Detroit Digital Curation and Preservation Archivist (Archivist II/III, Employment Security track): Walter P. Reuther Library, Archives of Labor & Urban Affairs at Wayne State University, Detroit Digital Processing Specialist, Clarke Historical Library-CMU, Mount Pleasant Archivist II/III, Digital Curation and Preservation - Wayne State University, Detroit Content Campaign Manager / Lineage Logistics / Novi

Minnesota further job resources can be found at INALJ Minnesota

<u>Cataloging and Metadata Education Librarian</u> at Minitex, University of Minnesota Libraries, Twin Cities <u>Prospect Management Analyst</u>, The Basilica of Saint Mary, Minneapolis

Mississippi further job resources can be found at INALJ Mississippi

Missouri further job resources can be found at INALJ Missouri

Digital Publishing Manager - Washington University Danforth Campus Graduate Fellowship for Library & Information Science Student, UMKC Libraries, University of Missouri-Kansas City Cataloging and Metadata Librarian at the University of Central Missouri Reference Associate at the Midtown Carnegie branch, Springfield Continuing Resources Cataloger- The University of Missouri Libraries - Columbia Assistant Manager, St. Louis Public Library

Montana further job resources can be found at INALJ Montana

Nebraska further job resources can be found at INALJ Nebraska

<u>Library Director</u> Scottsbluff, Closes: 1/15 <u>Coordinator for Access Services/Asst or Assoc Prof</u> University of Nebraska at Kearney, Closes: 2/6

Nevada further job resources can be found at INALJ Nevada

Assistant Library Director Reno, Closes: 1/27

New Hampshire further job resources can be found at INALJ New Hampshire

Library Director - Wolfeboro Public Library, Apply by 1/30

New Jersey further job resources can be found at INALJ New Jersey

2023 Special Collections Summer Fellowships- 2 openings, hosted at Firestone Library and Mudd Library, Princeton University Library's Department of Special Collections, Apply by 3/1 Lead Instruction Librarian: Seton Hall University Libraries: South Orange Reference Services Archivist, Princeton University Metadata Operations Specialist, Princeton University Library Cataloging Librarian PT, Drew University, Madison

New Mexico further job resources can be found at INALJ New Mexico

New York (state) further job resources can be found at INALJ NY State

Library Director/ Chemung County Library District/ Elmira/ Apply by 1/30 Research & Instruction Librarian / Roberts Wesleyan University, Golisano Library / Rochester Coordinator of User Education / Niagara University / Lewiston Lead Collections Manager / University of Rochester / Rochester Director of Libraries / Bard College / Annandale-on-Hudson Librarian - Youth Services / White Plains Public Library / White Plains / Apply by 1/13 Library Director IV / Amherst Public Library / Amherst / Apply by 1/15 Library Director I / Red Hook Public Library / Red Hook / Apply by 1/19 Library Director / Floyd Memorial Library / Greenport / Apply by 1/20 On-Call Librarian / Wyandanch Public Library / Wyandanch / Apply by 1/25 Online Services Librarian / Manhattanville College / Purchase / Apply by 2/5 Adult Services Librarian I / Finkelstein Memorial Library / Spring Valley Youth Services Librarian / West Nyack Free Library / West Nyack / Apply by 1/27 Librarian I / George F. Johnson Memorial Library / Endicott / Apply by 1/31 Part-Time Adult Reference Librarian I / Oyster Bay – East Norwich Public Library / Oyster Bay / Apply by 1/26Part-Time Children's Librarian I / Oyster Bay – East Norwich Public Library / Oyster Bay / Apply by 1/26 Part-Time Library Assistant in Youth Services / Newburgh Free Library / Newburgh Part-Time Hospital Circuit Librarian / Western New York Library Resources Council / Cheektowaga

Library Media Specialist / Franklin Central School District / Franklin / Apply by 5/31 Library Media Specialist – Long Term Substitute / Campbell-Savona Central School District / Campbell / Apply by 1/31 Library Media Specialist / Traphagen School / Mount Vernon / Apply by 1/31 Library Media Specialist (.5 Position) / North Bellmore UFSD / Bellmore / Apply by 1/13 Librarian Lin Youth Services / White Plains Public Library/ Apply by 1/13 Young Adult Librarian / Hampton Bays Public Library / Hampton Bays / Apply by 1/13 Children's Librarian / Amagansett Free Library / Amagansett / Apply by 1/20 Youth Services Librarian Part-Time / Dobbs Ferry Public Library / Dobbs Ferry

NYC further job resources can be found at INALJ New York City

Research Curation Librarian, New York University Research Curation Librarian, New York University Reference & Outreach Librarian / Brooklyn Law School Technology and Reference Librarian / Brooklyn Law School

North Carolina further job resources can be found at INALJ North Carolina

Head of Technical Services, UNC-Chapel Hill, Apply by 1/17 Library Assistant II / Johnston County, NC / Smithfield PT Library Assistant / Southeastern Baptist Theological Seminary / Wake Forest Library Circulation - Waxhaw / Union County, NC / Waxhaw Archival Technician / Zimmerman Associates, Inc. / Asheville Evening Library Assistant Part Time / Belmont Abbey College / Belmont Coordinator of University Archives & Special Collections / Elon University / Elon Library Supervisor / High Point University / High Point Supervisory Library Technician, NF-1411-03 / Marine Corps Community Services / Jacksonville Library Assistant (Full time) / Onslow County / Jacksonville Specialist, Knowledge Base / Forsyth Technical Community College / Winston-Salem Professional Librarian II / Wake Forest University School of Medicine / Winston-Salem GIS Technician / City of Burlington, NC / Burlington Assistant University Archivist for Research Services and Student Engagement / Duke University / Durham Library Manager / Blowing Rock Community Library / Blowing Rock Librarian - Part-Time / Rowan-Cabarrus Community College / Concord Senior Librarian (Children's Services Manager) - Main Library / Durham County Library / Durham Media Coordinator - Cape Fear Middle School / Pender County Schools / Rocky Point Media Center Specialist - Weaverville Elementary School / Buncombe County Schools / Weaverville

North Dakota further job resources can be found at INALJ North Dakota

NW Clinical Campus Librarian Minot, Closes: 1/22

Ohio further job resources can be found at INALJ Ohio

Librarian, Reference & Instruction (Part-Time) / Columbus State Community College / Columbus Audiovisual Archivist, Ohio History Connection, Columbus Assistant Branch Library Manager- Vandalia Branch/ Dayton Metro Library/ Vandalia Children Services Librarian - Electra C. Doren Branch Library/ Dayton Metro Library/ North Dayton Cataloging Librarian -Mansfield/Richland County Public Library - Mansfield Adult Services Librarian, Wright Memorial Public Library, Oakwood

Oklahoma further job resources can be found at INALJ Oklahoma

Oregon further job resources can be found at INALJ Oregon

Data Librarian Internship: Tetra Tech, Remote or you can work at one of their office locations in Anchorage, AK; Portland, OR; or North Kingstown, RI Principal Cataloger (extended search) Oregon State University Libraries and Press, Corvallis, Apply by 1/15 Librarian/Archivist - Portland Art Museum, Portland Legal Reference Fellow / Willamette University College of Law Library, Salem

Legal Reference & Instructional Services Librarian / Willamette University College of Law Library, Salem

Pennsylvania further job resources can be found at INALJ Pennsylvania

<u>Metadata Discovery Librarian</u>, Drexel University Libraries, Philadelphia <u>Cataloging and Systems Librarian</u> - Philadelphia Museum of Art, Philadelphia <u>Manager of Registration & Archives</u> - Carnegie Museum of Art, Pittsburgh <u>Digital History Internship summer 2023 - paid</u>, Chester County History Center, West Chester <u>Manager of Development</u>, Chester County History Center, West Chester <u>Data Science Group Manager</u> / PNC Financial Services Group / Pittsburgh Research Librarian / Steptoe & Johnson PLLC / Southpointe

Puerto Rico further job resources can be found at INALJ Puerto Rico

Rhode Island further job resources can be found at INALJ Rhode Island

<u>Data Librarian Internship</u>: Tetra Tech, Remote or you can work at one of their office locations in Anchorage, AK; Portland, OR; or North Kingstown, RI

South Carolina further job resources can be found at INALJ South Carolina

<u>UNESCO Chair in Data, Media and Society</u>, College of Information and Communications, University of South Carolina, Columbia, Apply by 2/6 <u>Assistant Branch Librarian</u>, Spartanburg County Public Libraries, Boiling Springs <u>Collection Development Librarian</u>, Spartanburg County Public Libraries, Spartanburg <u>Director of Collection Management</u>, Spartanburg County Public Libraries, Spartanburg <u>Assistant Director of Projects and Outreach</u>, Spartanburg County Public Libraries, Spartanburg

South Dakota further job resources can be found at INALJ South Dakota

Tennessee further job resources can be found at <u>INALJ Tennessee</u>

Back End Developer, University of Tennessee Prospect Research Manager / Lipscomb University / Nashville

Texas further job resources can be found at INALJ Texas

<u>Library Manager - 2 openings</u> / Austin Public Library / Austin / Apply by 1/19 <u>Library Assistant Manager - 6 openings</u> / Austin Public Library / Austin / Apply by 1/16 <u>Librarian II - Programs and Outreach - 4 openings</u> / Austin Public Library / Austin / Apply by 1/17 Utah further job resources can be found at INALJ Utah

Book Arts Studio Manager & Instructor Salt Lake City, Closes: 1/24 Outreach Librarian Southern Utah University, Closes: 2/16 Special Collections Librarian Southern Utah University, Closes: 2/16

Vermont further job resources can be found at INALJ Vermont

User Experience and Design Librarian, Middlebury College, Middlebury

Virginia further job resources can be found at INALJ Virginia

Cataloger / University of Virginia, Charlottesville, Review begins 2/3

Washington further job resources can be found at INALJ Washington

<u>Finance Manager</u> / North Olympic Library System / Port Angeles / Apply By 2/3
<u>Serials Cataloger</u> - University of Washington, Seattle, Apply by 1/24
<u>Librarian II, Cataloging and Processing</u>, Tacoma Public Library — Closes 1/17 at 5 PM
<u>Librarian</u>, Longview Public Library
<u>Library & Archives Paraprofessional 2</u> (Poulsbo Branch), Olympic College — Closes 1/29
<u>Associate Dean of Library</u>, Bellevue College — Closes 1/22
<u>Librarian - Youth Services</u> / Sno-Isle Libraries /Lynnwood, Apply by 1/15
<u>Public Services Assistant I, Part Time</u> /Sno-Isle Libraries /Snohomish, and Granite Falls, Apply by 1/16

West Virginia further job resources can be found at INALJ West Virginia

Research Librarian / Steptoe & Johnson PLLC / Bridgeport, Morgantown

Wisconsin further job resources can be found at INALJ Wisconsin

<u>Circulation Services Supervisor</u> / Cudahy Family Library / Cudahy <u>Youth Services Librarian</u> / Monroe Public Library/ Monroe/ Apply by 1/20 at 5 PM

Wyoming further job resources can be found at INALJ Wyoming

CANADA

The Canada pages are no longer updated! Instead check out INALJ International below for non-U.S. based postings!

As of 2021 I am seeking someone(s) to take over these pages (no longer hosted on INALJ) - Please email <u>jobs@inalj.com</u> for further info (all dates in U.S. format, Month/Day)

Alberta to find more sites to job hunt at check out INALJ Alberta home page:

British Columbia to find more sites to job hunt at check out INALJ British Columbia home page:

Manitoba to find more sites to job hunt at check out INALJ Manitoba home page:

New Brunswick to find more sites to job hunt at check out INALJ New Brunswick home page:

Newfoundland & Labrador to find more sites to job hunt at check out <u>INALJ Newfoundland &</u> Labrador home page:

Northwest Territories, Nunavut & Yukon to find more sites to job hunt at check out <u>INALJ NWT</u>, <u>Nunavut & Yukon home page</u>:

Nova Scotia & PEI to find more sites to job hunt at check out <u>INALJ Nova Scotia & Prince Edward</u> <u>Island home page</u>:

Ontario to find more sites to job hunt at check out INALJ Ontario home page:

Québec to find more sites to job hunt at check out INALJ Québec home page:

Saskatchewan to find more sites to job hunt at check out INALJ Saskatchewan home page:

UK & Ireland

(all dates in US format, Month/Day)

These sites are no longer updated! Instead check out INALJ International below for non-U.S. based postings!

Ireland: to find more sites to job hunt at check out INALJ Ireland home page:

UK: to find more sites to job hunt at check out INALJ UK home page:

International (other countries)

International (all dates in US format, Month/Day)

to find more sites to job hunt at check out INALJ International home page

Associate University Librarian/ Queen's University/Kingston, ON, Canada/ Apply by 2/10 University Librarian / Trent University/ Peterborough, ON, Canada/ Apply by 2/15 Librarian/Library Manager, Camp Foster, Okinawa / Apply by 1/23 Technical Author / Technical Librarian, Boeing, Bristol, United Kingdom Scanner Operator: Internet Archive Canada: RCRF - University of Alberta, Canada Open Climate Data Manager / Creative Commons (CC) / Apply by 1/31